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PICKING THE WORKERS' POCKETS.

The Common Cause

OF HUMANITY.

The Organ of the National Union of Women's Suffrage Societies.

LAW-ABIDING.] ***Societies and Branches in the Union 561.*** [NON-PARTY.

VOL. VIII., No. **396.**] FRIDAY, NOVEMBER 10, 1916. [PRICE 1D.
Registered as a Newspaper.

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[The National Union does not hold itself responsible for opinions expressed in signed articles.]

Notes and News.

Franchise Reform.

The most obvious conclusion which can be drawn from the result of the debate on the Bill for a New Register is that the House is agreed on the fact that the present system of Registration is obsolete. It was on the cumbrousness and inconvenience of that system that the Government laid the blame for their present difficulties. Until a new and simple method of registration can be devised these difficulties will continue and increase. But any simplification of the Register means inevitably an enlargement of the basis of the Franchise; to reduce the period of residence, to do away with property qualifications, will bring in a very large number of fresh voters. For this, also, the House of Commons is prepared; all the criticism which was levelled at the Bill from every part of the House was to the effect that owing to the Speaker's ruling that no widening amendments were possible, the Bill was useless, and should be withdrawn. Without doubt, the House of Commons voices the feeling in the country on this question. Even those who are the least progressive of our people have learnt in these last years that they need not fear either women or working men, those former objects of terror; for they have seen that an intelligent democracy is to be trusted to form right judgments, and they realise that the defence of all they hold dear to-day is in the hands of the two classes whose power they dreaded, and they know that those hands are unfalteringly bearing the burden which they have taken up.

Service Franchise: No Votes for Army Cooks?

One or two of the speakers in the debate seemed to be still under the impression that the enlargement of the franchise basis can be so limited that it may apply only to men on active service. Something may be said for the argument that those who directly serve the State have a special right to a voice in its councils, but it is difficult to understand how the definition of that service can be limited to the man or boy who carries a rifle. From the arguments used by one speaker it almost looked as if the limitation were to be imposed in order to avoid dealing with the question of Women's Suffrage. If that is really the case it may be as well to point out that the question will be raised even on that narrow issue, unless indeed those few who are still anxious to postpone the hour for doing justice to women are willing, in order to do so, to do an injustice to men. For unless they are prepared to deny the vote to the men of the R.A.M.C. they must inevitably include the women doctors, nurses, and orderlies who are serving under the War Office. Women are also employed with the Army as cooks, motor-drivers, and in other capacities, they are eligible for military honours, are mentioned in dispatches, and numbered amongst the casualties; if the vote should be given for service in the field, the women on active service most certainly must receive it.

Woman Power.

Mr. T. O. Jacobsen, M.P., who proposed on Friday night the formation of a Woman-Power Board, has explained to the Press that there was no idea of compulsion in connection with his scheme. Compulsion was not only impossible, but unnecessary. He wished for a body of representative women to discover how best to employ the services of the women of the nation, and to act as organisers. "If the Board of Trade would say that it was essential that such an industry should be maintained, and that 100 or 500 women were wanted, they would certainly be forthcoming." The Prime Minister said, however, he considered that the present machinery was adequate for the purpose, and that steps were being taken locally throughout the country to promote and organise the employment of women.

To us it seems, looking back over the history of two years, during which the National Union of Women's Suffrage Societies has lost no opportunity of urging upon a reluctant Government the dire necessity for providing training for the women who must inevitably take the places of the men as they go, that Mr. Asquith's views of the existing machinery are unduly optimistic. There is no doubt some sporadic and spasmodic effort made; but the Central authorities are not seriously tackling the problem, and there seems little reason to expect that they will do so. They are quite content to advertise the substitution of women, and, apparently, quite complacently ready to allow women to be exploited and underpaid.

A "Protection to Society."

The *Daily News* of November 1st, reports that at the annual meeting, in the Middle Temple Hall, of the Church of England Police Court Mission, Lord Parmoor urged that police-court magistrates should be empowered to detain women found to be suffering from venereal disease, who should be compulsorily detained in hospital until cured. This course, he said, ought to be adopted as a means of reformation of the woman and as a protection to society.

As Mrs. Fawcett pointed out in her letter on "Compulsory Notification," which has appeared in several daily papers, "there is only one short cut to immunity from venereal diseases; and that is abstinence from the conduct which spreads them." Far from being a protection to society, any measure that attempts to make vice safe for men does but encourage the conduct which sows a fresh crop of disease.

Lord Parmoor mentions compulsory detention for women only. We suppose that he is also prepared to lock-up the large numbers of soldiers and sailors who may come back infected with disease, and constitute an even greater menace to society than the prostitutes.

A Police-Court Magistrate on "The Equal Standard."

Speaking at the Annual Meeting of the Bridge of Hope Mission, Mr. Cecil Chapman, Magistrate at the Tower Bridge Police Court, said that public opinion was much to blame for the increase of immorality that the war had brought about. The state of affairs could not really improve until public opinion was changed, and it was held a disgrace to any man to go and buy the favours of a girl. The blame for immorality should fall

on men and women alike. In addition to this, it was most urgent that the age of consent should be raised to eighteen, and that women should have a fuller sense of the responsibility of citizenship.

Public Morality in France.

In France, says *Jus Suffragii*, the military authorities have done something to check vice by closing the tolerated houses in the war zone, and M. Justin Godart, Under-Secretary of State for Hygiene at the Ministry of War, had the courage to issue "Advice to Soldiers," in which he told them that the only sure way to avoid contagion was not to expose themselves to it, and that "chastity was only ridiculed by fools." With the consent of the Ministry of War, the French League for raising public morality has been giving lectures in camps and barracks, which have been well attended by officers and men, and a pamphlet has also been distributed to the soldiers, in which the Chief of the Staff tells them that chastity is good for them.

Full Suffrage in Canada.

Canadian women, says *The Woman's Journal*, are now beginning to concentrate on a campaign for full suffrage throughout the Dominion. A Dominion Equal Franchise Board is being formed by a committee, headed by Mrs. McChing, who led the victorious campaign in Manitoba and Alberta, and each province is being asked to send two members. The object of the Board will be to bring the question of the full enfranchisement of women before the Dominion Government at its first session, to stimulate interest among women, and to give assistance to the Provinces whose women have not yet obtained Provincial rights.

One of the first acts of the Canadian organisation will be to push to a settlement the question of full Dominion franchise. Premier Borden some time ago made the statement that when women won the Provincial vote it entitled them to the Dominion vote as well. This appears to be the case in Manitoba, but not in Alberta, Saskatchewan and British Columbia.

Press Comments on the Special Register Bill.

A leading article in the *Observer* of November 5th, describes the Special Register Bill as "a stop-gap and makeshift measure, almost cynically disregardful of the strong opinion held by everyone outside of a narrow ring of politicians that voting power must follow service done to the State."

"We have before set forth the general lines on which we desire to see the franchise question settled. Let every man and woman obtain the vote automatically on attaining the age of five-and-twenty, and every sailor and soldier as soon as he dons the King's uniform. If he is old enough to fight he is old enough to vote. And the right thus allowed ought never to be lost or suspended by the accident of a change of residence or temporary absence from the Realm. We submit this as a simple plan by which the Government of the country would be really and truly 'broad-based upon the people's will.' We particularly insist on the necessity of including women in the scheme. They have won the right by their devotion and assistance during the years of trouble; their aid will be indispensable in the settlement of the great social and industrial questions which confront the nation in the future. We may hold what view we please as to the comparative merits of autocracy, aristocracy, or democracy, but if we have, once for all, adopted the last-named as our system of government, let us have the real thing and not skim milk masquerading as cream. It will, no doubt, be argued that this is not the moment to dig down to the roots of the Constitution. We disagree. The work of reconstruction must begin the moment peace returns. The men who have fought cannot possibly be refused a voice in that work. And if they are to be given that voice, some such sweeping change as we have advocated must automatically come about. Then let us seize the opportunity, by consent if possible, to make it symmetrical, thorough, and based on a logical conception of democratic government."

The *Manchester Guardian* (November 3rd) says:—

"It is idle to suppose that the lost Bill can be more suitably reintroduced with simply the enfranchisement of men on service tacked on to it, as a section of the Conservative Party seems to think. That goes either too far or not far enough. It leads straight, moreover, to the inclusion of munition workers, and this in its turn, on Mr. Asquith's admission, opens the way to women's suffrage. The moment a step is taken beyond the assuring of the present franchise, which was the purpose of the lost Bill, it is impossible to see a tolerable halting-place short of adult suffrage. If the House of Commons in deserting the Bill has foreseen this and is prepared for it, good and well, though even then there seems no reason why the smaller step should not have been taken first. But if, as seems to be the case, the House merely desires to discuss the possibilities of some measure that can only intensify the injustice to those left out, it would do well to save the present measure from the wreck that will almost certainly result from such a policy."

The *Daily Chronicle* (November 3rd) demands a comprehensive measure dealing with franchise as well as registration. After discussing the impossibility of giving the vote to sailors and soldiers and withholding it from munition workers, the writer continues:—

"Thus we are led on without a break to adult male suffrage; and then arises the question of the women. Is it tolerable that a vast enfranchisement of men alone, with women left out, should be carried out on the ground of war-services? The omission of women from such a Bill would increase enormously the strength of the present barrier to their enfranchisement. Why should the war services of men be made the pretext for inflicting (for that is what it would unquestionably amount to) a new disability on women? Have not the women also rendered war-services? We all know that they have; we know that, but for the magnificent way in which they have stepped in to the rescue in sphere after sphere, our present war-effort would have been quite impracticable. And so we are driven, step by step, to the conclusion that if any extension of the franchise is to be made now on the ground of war service, nothing but a full extension to the adult suffrage, which is already the rule in Australia, New Zealand, and a large part of the United States, will carry out the idea with any fairness or finality, or without implanting in an excluded section or sections a rankling sense of profound injustice.

"We believe that public opinion outside the House of Commons is much readier for a bold step than the politicians think. The House of Commons itself is probably readier than those of its leaders who form the Ministry. Let the leaders make up their mind in this instance to sink their differences, and unite on what is really much the plainest course."

The *Daily Chronicle*, of November 7th, discusses, in a leading article, the "Striking Memorandum" on the franchise question, issued by the National Union of Women's Suffrage Societies, and concludes that few fair-minded men can fail to recognise the far-reaching changes which the services women have rendered to the nation, and other considerations, have wrought in the aspects of the Suffrage controversy.

The Daily News, November 7th, maintains that equality of citizenship is the only solution that the nation will accept, "and if the case is clear in regard to men, it is no less clear in regard to women. For generations the struggle for woman suffrage has gone on with gathering momentum. It has become less and less possible in the face of new social developments to resist the claim of women to equal citizen rights with men. The opposition has never been able to rest on anything better than vague fear, an antiquated assumption that the world is a man's affair alone, and the prejudices and ignorances of tradition. In the fierce furnace of the war all these phantoms of argument have been consumed to ashes. On a thousand platforms testimony has been borne to the enormous part which the women of the country have played in the work of the war, in hospitals and munition factories, in trade and in the fields. The Lord Mayor of London yesterday went so far as to say that it was the women who were winning the war. And the Prime Minister himself has confessed that the work of the women has ratified their claim to citizenship. Even the familiar male objection that women cannot have the vote because they cannot fight has lost any respect it ever had under the shadow of a war which is being won in the factories even more than in the field.

"We do not admit that the claim of women to the vote rests upon their work in the war. They bore the burden of citizenship before the war as indisputably as they do to-day. It is only that the war has revealed the age-long fact to eyes that could not or would not see it in the comfortable world of falsities in which we used to dwell. Let us be thankful that it is seen at last. And let us act with courage and conviction on the strength of the vision. Let us make an end of all the cunning evasions of citizen rights to those who fulfil citizen duties. The franchise is not an artifice of property or privilege, of class or interest. It belongs to every man and every woman who, whether on the battlefield or in the city, in the factory or in the home, can serve the State and is subject to the burdens of the State."

Unemployment Insurance.

By Ellen E. Smith.

Part II. of the National Insurance Act of 1911 made insurance against unemployment compulsory in certain trades which were for the most part reserved to men. The number of women then in those trades was a negligible quantity. But since the beginning of the war women have been entering them in ever increasing numbers. In July, 1914, only 393 women obtained employment through the Labour Exchanges in insurable trades; whereas in the same period in 1916 no fewer than 20,643 women obtained such employment. By an Act passed last July, which came into force on September 4th, the compulsory scheme of unemployment is temporarily extended to all workpeople engaged on or in connection with munitions work in any trade, except such classes of such work as the Board of Trade may by order exclude. It also extends to all workpeople in the following trades :—

1. The manufacture of ammunition, fireworks, and explosives.
2. The manufacture of chemicals, including oils, lubricants, soap, candles, paints, colours, and varnish.
3. The manufacture of metals and the manufacture and repair of metal goods.
4. The manufacture of rubber and goods made therefrom.
5. The manufacture of leather and leather goods.
6. The manufacture of bricks, cement, and artificial stone and other artificial building materials.
7. Saw milling, including machine woodwork and the manufacture of wooden cases.

It will readily be seen that the number of women thus compulsorily insured is sufficiently large for women as a whole to be seriously affected by the working of the Act.

The new Act is intended to deal with unemployment which may arise after the war, and for this purpose its operations are limited to within a specified period. It ceases to have effect with regard to the liability of employers and workmen to pay contributions at such a date as the Board of Trade may determine, not being later than five years after the commencement of the Act, or three years after the termination of the war, whichever of these dates may be the later. The right to receive benefit in respect of such contributions ceases to have effect at the expiration of six months from the date so determined or at such later date as the Board may fix. The Board of Trade has thereby power to terminate the Act at any date within five years that it may think fit, even before the end of the war, or if the Treasury saw itself faced with a big deficit.

Conditions of Benefit.

The operations of the Act are the same for women as for men. Under it the contributions payable are 2½d. per week from each person over the age of eighteen working in the insured trades, and a contribution equal in amount from the employer and the Treasury. For those under the age of eighteen contributions are imposed at the rate of 1d. a week. All contributions are paid into a fund known as the Unemployment Fund. Benefit is payable at the rate of 7s. a week for adults, and 3s. 6d. a week for persons between the age of seventeen and eighteen, for not more than fifteen weeks in any one year, notwithstanding any number of contributions that may stand to the credit of the insured person. No benefit is payable until at least ten weeks' contributions have been paid, and only one week of benefit can be claimed for every five full contributions.

Since by the passing of this Act, a large number of women are obliged by law to insure against unemployment, and by the end of five years are obliged by law to cease insuring against unemployment, it is well that women should see exactly how they stand. The following points are worthy of careful consideration :—

1. All benefits derived from such insurance cease at the latest at the end of five and a-half years.

2. For every one week's employment benefit, five weeks' contributions have to be paid. No person, therefore, will be entitled to draw the full amunt of fifteen weeks' benefit until she has paid seventy-five contributions, *e.g.*, if the war comes to an end next Spring, and a woman who has been in constant employment up till then comes on the unemployment fund, the most she would be entitled to receive would be somewhere about eight weeks' benefit.

3. No benefit is paid to the unemployed youth of both sexes until they reach the age of seventeen, though compulsory insurance begins at the age of sixteen. However much men and women may suffer from unemployment when peace comes, it may be confidently asserted that young persons will suffer in a like or even greater degree. The Workman's Compensation Act applies to all persons without regard to age, and compensation has to be paid to a young person as well as to an adult. Why should persons between the ages of sixteen and seventeen be excluded from all unemployment benefit?

4. By the Act of 1911 a man on reaching sixty years of age who has paid in contributions in respect of five hundred weeks or upwards is entitled to be paid the amount, if any, by which the total amount of such contributions have exceeded the total amount received by him out of the unemployment fund with compound interest at the rate of 2½ per cent. But no persons in the trades compulsorily insured under the new Act can become entitled to this refund, in spite of the fact that they may have paid more than half of the necessary contributions.

5. A careful consideration of the rates of contribution and benefit shows that there will probably be a big balance at the time of winding up. Unless something like over 40 per cent. of the persons thus compulsorily insured come on the unemployed fund and claim *the full* to which they are entitled under the Act, the unemployment fund must show a balance on the credit side, and this balance will be proportionately increased as unemployment is decreased, and the claims are not paid up to the full amount.

What is to become of the Surplus?

The question therefore arises, what is to be done with this fund which will probably be at the disposal of the Treasury? No suggestion as to what purpose such a balance may be put has come from the Authorities. If it is left in the hands of the Unemployment Fund it goes to the benefit of those workmen in trades which were insured under the Act of 1911. If it is handed over to the Treasury it means that persons in the newly insured trades have been taxed in addition to the ordinary taxation. Neither of these alternatives would prove satisfactory to those persons who have been obliged to contribute their 2½d. a week.

Under Clause 100 of the 1911 Act, the Insurance Officer may, out of the unemployment fund, pay for instruction to a workman who is unable to obtain or retain work on account of want of skill or knowledge. Up to the present we have not heard of this clause having been put into operation. But no better use could be made of any money thus accumulated than to spend it on training those semi-skilled or unskilled boys and girls between the ages of sixteen and seventeen who may be out of employment, and who have contributed their quota to the unemployment fund but reap no benefit from it.

Some Special Points for Women.

But the question, perhaps, which concerns women most of all is that which arises out of Clause 86 of the 1911 Act. In order to obtain unemployment benefit a woman has to show that she is unable to obtain suitable employment, or if she can obtain such employment the conditions are less favourable than those which she habitually obtained in her usual employment in that district. What is suitable employment and what is her usual employment? Many women have transferred from a low-paid occupation to a higher-paid one since the beginning of the war. Is a woman's "usual occupation" to be taken as that under which she was insured against unemployment, or is it to be considered the occupation she was following before war broke out? If the latter is taken as the correct reading of this clause many thousands of women will find themselves faced with a return to their old occupations, perhaps paid at a very low or even sweated rate of wage, or the forfeiture of all benefit to which they have been forced to contribute. Another provision with regard to the finding of employment, which will fall very hard on some women, is that if employment is offered them in another town they must accept it or forego their benefit.

To decide disputes arising out of the payment of unemployment benefit Courts of Referees are established, consisting of one or more representatives of the workmen, the same number of representatives of the employer, and a chairman appointed by the Board of Trade. Hitherto no woman has been elected to these Courts, but it is of the greatest importance that women working in the insured trades should have their representatives on them, especially when questions of "suitable employment" come to be considered.

These are the main points which call for consideration before unemployment is actually upon us. The Government should be asked to state definitely to what purpose any balance that may be in hand at the termination of the Act will be put. Women must be alive to the danger with which they may be faced if the Act is used to drive them back again into badly paid occupations. They must use every endeavour to get women appointed or elected on to the Courts of Referees. And they must see to it that if they are to return to their old occupations, it must be only on condition that they receive a rate of pay commensurate with that which they have been earning since the war.

The Educated Women in Clerical Work.

If anything were needed to prove that English people do not care for education it would be the action of the Government, which, during the two years of the war, has very largely ignored the appeal of the educated woman to be given Government work at a salary which should enable her to live in the manner to which she has been accustomed. The papers have been full of letters from indignant women of varied experience, who have been offered a salary of 25s. a week as a clerk by the Civil Service Commissioners. The offices of the various associations which endeavour to find employment for educated women have been full of women eager and needing to work, who would be of infinitely more value to the Government that the hundreds of little inefficients who crowd its departments.

It is true that the Government has made use of a certain number of educated women ; it would be in a more parlous state than it is if it had not, but the number of adequately-paid posts is small. Only a fair number of women in various Government departments are receiving £3 a week, a mere sprinkling over that amount. The writer only knows, personally, of one woman secretary receiving £250 a year. There may be women who are receiving still higher sums, but it cannot be denied that far higher remuneration would have to be offered to obtain the same quality of work from men. At the same time, it must be remembered that the admission of women to the Civil Service on the same terms as men opens up problems for which the men can see no satisfactory solution. Mr. Leathes, in his evidence before the Royal Commission on the Civil Service, spoke of the possible introduction of women into the First Class Division as a revolutionary idea, and that remark veiled a great deal.

It is clear that the confidence of establishment secretaries in the Government and of heads of business houses has to be gained before the educated woman can come into her own. The opening of a new panel for educated women at the Ministry of Munitions is a hopeful sign—especially as the salaries are to be on a more generous scale. It is to be hoped that other Government departments may be induced to act in the same manner.

It is, however, clear that for the higher clerical posts in the world of commerce and ordinary business there are not, at the moment, enough fully-qualified women. This is due to the fact that the employer has, on the whole, kept his women employees in a subordinate position on routine work and has not allowed them to develop their initiative or their abilities. The educated women have struggled to reach the higher posts, and have been beaten in numberless cases, worn out by the immensity of the struggle. But there are signs that employers are willing now to open their doors to women of higher education, and, though it is early days to prophesy, it seems probable that it may become the fashion to have at least one woman with a degree in every large office. Such things have happened during the war that large firms have taken on women without business experience solely because they possessed a mathematical degree, for instance. The University women must, however, band themselves together in regard to a minimum salary, they must permit no undercutting of themselves nor of the men. The Association of Women Clerks and Secretaries has been considering this question, and arrived at the conclusion that £3 a week should be the minimum salary a woman with a degree should ask.

As to openings in the world of commerce for educated women it appears fairly obvious that women who can do figure work and who will be prepared to really take up accountancy work will command the highest salaries. In foreign exchange, too, should lie many openings for women as their permanent position in all the banks may, we believe, be looked upon as a certainty. Positions as supervisors of the female clerical staff will also be increasingly open to the women with administrative ability.

At the moment much lies in the hands of the educated woman who is entering or is already in clerical work. If she will organise in order that backed by numbers she may be able to take a firm stand for an adequate salary ; will strain every nerve to prove to employers that education means efficiency, she will pull to a higher standard the whole of the rank and file of clerical workers. But she must pull her whole weight in the boat, else the subsidised worker and the economically helpless will swamp it, in response to the cry of the employer for cheap labour.

I. B.

THE ARTS AND CRAFTS EXHIBITION.

The short autumn season exhibition (ending on November 25th) of Arts and Crafts at Burlington House, has a special claim to attention this year. The war has hit artists and craftsmen very hard ; because, rightly or wrongly, here in Great Britain, the artist has been required to produce luxuries in order to live, and now that luxuries are prohibited, the problem for artist and craftsman is hard indeed. It cannot be said that the Exhibition makes any valiant or determined effort to grapple with the problem. On the whole the bibelot and the object d'art survive, like the last flowers of a bygone season, late Michaelmas daisies, after the riotous summer of the Edwardian epoch. There is very little to indicate that the artistic mind is turned towards the coming age. In Mr. Gimson's furniture, in his careful respect for the natural beauty of the wood, there are indications of a new spirit—of a wish to preserve a sense of proportion, and a right economy of material, after the long period of extravagance now closing.

The most interesting section perhaps of the whole Exhibition was the commercial. To show us what is now being done in the matter of everyday manufactures, to be bought in the ordinary way, a small collection of woven materials and pottery has been chosen, not as representative or typical, but to show how the influence of former Arts and Crafts Exhibitions, has pervaded these trades. This crockery ware, from fire-proof pipkins and homely blue-and-white jugs to a beautiful green and black-and-white Wedgwood dinner service, will probably be a revelation to hundreds of visitors who have not discovered what beautiful wares for everyday use are made in England.

PERFORMANCE OF "BUXELL."

A friendly and appreciative audience witnessed the first production of "Buxell," produced by Mr. Matheson Lang on Tuesday evening. The play was very amusing, and Mr. Lang made the most of the part of Buxell, a fascinating rogue ; Mr. Spencer Trevor's acting as the mayor was a clever little character sketch. The proceeds of this performance are, by the kind permission of Mr. Lang, to be given to the N.U.W.S.S. Scottish Women's Hospitals (London Units), at present in the Dobrudja, Roumania. It was reported that all the queue were talking of the Hospitals, and the following remark was overheard in the vestibule : "I am so glad it is for the Scottish Women's Hospitals—they are doing such fine work." Many supporters of the Hospitals brought parties, among them Lady Cowdray, Lady Fitzroy (the wife of Sir Almeric Fitzroy, and mother of one of the Dobrudja orderlies), Mrs. Leo Franklin, Dr. Jane Walker, Mrs. Kinnell and Lady Pollock.

"THE ENGLISHWOMAN" EXHIBITION.

Readers are reminded that the Englishwoman Exhibition of Arts and Handicrafts opens on Wednesday next, November 15th, at the Central Hall, Westminster. The Exhibition will be twice as large as it was last year, and contains a great variety of beautiful examples of handicrafts. It is hoped that the Exhibition will be of service in supporting and extending our home arts and industries, which may be an important national asset when the war is over.

LECTURES
ON
PROBLEMS OF THE UNSEEN WORLD
AT
THE QUEEN'S (small) HALL, Langham Place,
THURSDAYS at 8 p.m.
November 16th. "Clairvoyance." ROBERT KING.
ADMISSION FREE.
A few Reserved Seats, 1s. each.
Address: "Lecture Secretary," 19, Tavistock Square, W.C.

Members of the Conference on Electoral Reform.

We publish, by special request, the names of the members of the Conference on electoral reform. This conference, it will be remembered, was appointed by the Speaker, not by the House, a method of procedure which has called forth a good deal of adverse comment in the Press.

HOUSE OF LORDS.

The Marquis of SALISBURY.
Earl GREY.
Lord SOUTHWARK.
Viscount GLADSTONE.
Lord BURNHAM.

HOUSE OF COMMONS.

UNIONISTS.

Sir FREDERICK BANBURY, Bt. (City of London): Has been in Parliament since 1892.

Sir WILLIAM BULL (Hammersmith): Hon. Secretary of the London Unionist M.P.'s, and Parliamentary Private Secretary to the President of the Local Government Board, and has had large experience of elections and registration.

Colonel JAMES CRAIG (East Down): Ulster Unionist.

Colonel PAGE CROFT (Christchurch).

Sir ROBERT FINLAY, K.C. (Edinburgh and St. Andrew's Universities): Has been Solicitor-General and Attorney-General in Unionist Governments.

Sir JOSEPH LARMOR (Cambridge University): Lucasian Professor of Mathematics since 1903. Secretary of the Royal Society, 1901-12.

Mr. DONALD MACMASTER (Surrey, Chertsey): Was President of the Montreal Bar, 1903-4. Now mainly practices before Judicial Committee of Privy Council.

Mr. BASIL PETO (Wilts, Devizes).

Sir HARRY SAMUEL (Norwood): Is Chairman of the National Union of Conservative Associations.

Mr. E. R. TURTON (York, Thirsk): Member of the London County Council, 1892-7. Chairman of the North Riding Quarter Sessions since 1898.

Lt.-Col. Sir R. WILLIAMS (Dorset, W.).

RADICAL.

Sir RYLAND ADKINS (Lancashire, Middleton): Barrister, and Vice-Chairman of the Northamptonshire County Council.

Sir JOHN BETHELL (Romford): Represents the largest constituency in the United Kingdom.

Mr. ELLIS DAVIES (Carnarvonshire, South): A solicitor. Hon. Sec. of the Welsh Liberal Party in the House of Commons.

Mr. W. H. DICKINSON (St. Pancras, North): Chairman of the London County Council, 1900. Part author of a new scheme of electoral reform for London.

Mr. GEORGE LAMBERT (South Molton): Was Civil Lord of the Admiralty under the last Radical Government.

Mr. W. M. PRINGLE (Lanarkshire, North-West).

Mr. A. MACCALLUM SCOTT (Glasgow, Bridgeton): Barrister and author.

Sir JOHN SIMON (Walthamstow): Solicitor-General and Attorney-General in the late Liberal Government, and formerly Home Secretary in the Coalition Government, is Chairman of the Adult Suffrage Group in the House of Commons.

Mr. ANEURIN WILLIAMS (Durham, South-West): Hon. Secretary Labour Co-partnership Association, member of the executive of the Proportional Representation Society.

LABOUR.

Mr. FRANK G. GOLDSTONE (Sunderland): An official of the National Union of Teachers.

Mr. STEPHEN WALSH (Lancashire, Ince): President of the Wigan Trades Council and a member of the Man-Power Distribution Board.

Mr. G. J. WARDLE (Stockport): Is Chairman of the Labour party and editor of the *Railway Review*.

NATIONALIST.

Mr. MAURICE HEALY (Cork City): Supporter of Mr. William O'Brien.

Mr. J. MOONEY (Newry): One of the treasurers of the party.

Mr. T. P. O'CONNOR (Liverpool, Scotland Division): President of the United Irish League of Great Britain since 1883.

Mr. THOMAS SCANLAN (Sligo, North): A solicitor; one of the secretaries of the Irish Party.

Mr. W. T. Jerred, C.B., Assistant Secretary to the Local Government Board, will act as Secretary to the Conference.

Women Members of Finland's Diet.

A correspondent from Finland reports to *Jus Suffragii* that twenty-four women were elected at the last parliamentary elections in Finland, as compared with seventeen in 1913. "Women and women's associations joined eagerly in the election campaign, especially in the interest of women candidates, and it proved once more how eminently necessary well-organised, permanent associations are.

U.S.A. Presidential Election.

"Reports from Illinois," says the *Manchester Guardian*, "and other States, where women are voting for the first time, say that a good number of women turned out to cast their votes, standing in the lines 'just like the men.' They are keen to exercise their franchise."

ONLY A FEW YEARS AGO

ONLY a few short years ago, the length of a skirt and the cut of a sleeve seemed to be matters of supreme importance to woman—housewifely duties and domestic affairs often rested but lightly on her shoulders.

To-day, in the midst of war, relative values have changed; she has to bring all her practical common sense, all her dearly-bought experience of domestic economy into play, not only for the honour of her household, but for the honour of her country.

Mansions have been turned into hospitals, cottages to decent "billets," towns into temporary camps—all with woman's aid.

It was woman who taught us that the first things to be given thoughtful consideration in the organisation of a hospital from an empty house were adequate and up-to-date arrangements for lighting, heating, and cooking; beds and suitable furniture were such obvious necessities that they were taken for granted by her practical mind.

She it was who solved the servant problem by substituting the convenient gas cooker for the wasteful kitchen range, the gas water heater for the stubborn kitchen boiler, radiant, cleanly gas fires, for the coal grates—and this, by saving labour, secured the comfort of a large household with a smaller staff of domestics.

She taught the economy of using a fuel that was neither cumbersome nor troublesome, and was not wasteful—she taught how hot baths could be supplied by the mere application of a lighted match and the turning of a tap—how well cooked meals needed the easily regulated and reliable heat of a modern gas cooker—how rooms could be warmed hygienically and without labour by installing gas fires instead of using coal.

She taught her sisters all these things and drilled into them the wisdom of closely watching the meter to avoid waste.

Out of her full knowledge of domestic economy she taught these things, and finally she taught this vital lesson of the hour:—

"By using gas you conserve the coal that is needed to win the war and help to increase those by-products of gas manufacture essential to the manufacture of high explosives."

Information and advice on all matters of domestic economy in its relation to the uses of gas can be obtained from the Secretary of the British Commercial Gas Association, 47, Victoria Street, Westminster, S.W.

T 45.

FOR WOMEN WORKERS.

Do you often wish that you were free? Do you say to yourself that "if only" you could go, you would at once join the army of women who are working for the nation? And yet you can only "stand and wait," and watch the others go, and all the time you want "freedom for service" so badly. There is something, however, that you can do. You may not be able even to take up canteen service yourself, but you can help to make the day's work easier for the women who have gone out. Everything that makes their day's work less hard, also doubly helps efficiency. You can help; you can take part in their work. By giving some woman worker a chance to rest, and a comfortable chair to rest in, you can actually increase her output. You can also do something towards preserving her health and strength, which is a national asset.

The big factories are still springing up like magic, all over the country. Some of them are in remote places, all of them are built for the emergency, and are more or less extemporised.

Lodgings and housing accommodation cannot possibly be run up fast enough to keep pace with the factories; thousands of women have a long walk after and before the long hours in the shops. There is nowhere to sit down and rest.

The Young Women's Christian Association is carrying out a scheme for placing rest and recreation rooms exactly where they are most wanted for girls and women. But the demand is immensely great and growing with the influx of women into the factories. Who will help to found

A COMMON CAUSE HUT

at a cost of £500? The hut, when erected, will be called The Common Cause Hut, and bear the inscription: "Presented by the readers of The Common Cause."

We want to thank the following subscribers very warmly for their kind and generous response to last week's appeal:—

"The Common Cause" Hut Fund (Y.W.C.A.).

	£	s.	d.
November 6th.			
Mrs. A. P. Hilson	1	0	0
Miss E. Dangerfield	1	1	0
Mrs. Shannon	1	0	0
Mrs. Eyres	1	0	0
Mrs. Bertram		5	0
Lady Scott Monerieff		2	6
November 7th.			
Mrs. Patterson		5	0
A Reader of The Common Cause		2	6
Mrs. Swaish	1	0	0
Mrs. Ashbee		2	6
Mrs. Longley		5	0
Miss Meredith		2	6
Mrs. d'Ammann		2	6
Mrs. Percy Thompson	2	0	0
November 8th.			
Miss E. F. Worship		5	0
Mrs. Robert Dixon		10	0
Miss C. Lloyd		2	6
Miss E. M. Vaish	1	1	0
	£10	7	0

Correspondence.

THE STATE REGISTRATION OF NURSES.

Madam,—We desire to draw your attention to two Bills which have been drafted for the State Registration of Nurses.

One, which may be called the Nurses Bill, is in charge of Dr. Chapple, and is promoted by the Central Committee for State Registration, which has been educating public opinion on the subject for a number of years, and which represents about 25,000 medical men and 15,000 trained nurses.

The other Bill is promoted by the College of Nursing, Ltd., of which the Hon. Arthur Stanley is Chairman, and which may be termed the "Employers' Bill."

Dr. Chapple's Bill is the only one that guarantees the vital principle:

"That the workers shall have proper representation and adequate power in the organisation of their profession."

We are convinced that unless this foundation is secured, the future welfare and progress of the nursing profession will be seriously endangered.

E. L. C. Eden.
(National Union of Trained Nurses,
46, Marsham Street, Westminster, S.W.)

GOVERNMENT CLERICAL WORKERS.

Madam,—The serious warnings uttered by the Committee reporting on the health of munition workers should, one would think, make all employers of labour do their best in every way to minimise the strain on the health of their employees, brought about by hard work and long hours. One of the ways in which the strain on the health of the worker can be lessened is by giving a generous meal-time allowance during the hours of work. An hour for a mid-day meal and half-an-hour for tea is the minimum which should be allowed, and indeed *is* the minimum under the Factory Acts which the factory owner is compelled to give his workers.

The clerical worker is surely entitled to adequate meal times as much as any other worker, but in many offices but scant time is allowed for lunch or for tea in a day which is often longer than a factory day.

The Government acts with considerable harshness in this respect, and breaks its own laws without compunction. In the sub-recruiting offices in the London area twenty-five minutes only is allowed for a mid-day meal, and even five minutes more taken means deduction of one hour's overtime pay. As the salaries in the Government offices are on a very low scale, deduction of any overtime pay is a serious matter to many workers. In these offices the staffs are composed chiefly of women and girls. But the Government acts in a still worse manner towards the clerical staff at the Headquarters of the London District (Horse Guards). Here the staff, which is composed of elderly civilian men and girls, is penalised for daring to eat at all. No time is allowed for a mid-day meal without deduction of overtime pay. The hours in some of the departments are from 9 to 7.30 or later, and in none are they much less. Tea-time is not allowed, but needless to say the clerks take time for tea, to keep themselves going, though they know still more overtime pay may be deducted at any time.

If the public were aware of the treatment of these workers, many of whom are economically helpless, surely it would be able to raise a sufficiently strong protest to have this wrong put right.

Isabel Basnett, Secretary,
Association of Women Clerks and Secretaries.

WAR BONUS TO IRISH NATIONAL SCHOOL TEACHERS.

Madam,—May I ask for space in your paper to call attention to the Government proposals regarding Irish National School teachers? These proposals form an instructive comment on the supposed desire of the Government to recognise the value of women's work.

Briefly, the position of Irish female teachers in primary schools is this. They hold certificates equal to those of men: their qualifications have to reach as high a standard as those of men: the latter have to reach a higher standard in mathematics; but, on the other hand, women teachers have to qualify in cookery, laundry, and needlework, and teach these subjects in addition to those required from male teachers. As regards salary and expenditure, the male teacher has a much larger salary than the female. Men principals receive an average salary of £114 a year, women an average of £90; men assistants receive an average of £88 a year, women an average of £74; women teachers commence at £24 a year, men at £28 a year. The average pension given on "compulsory retirement" to men teachers is £56, to women it is £34 odd.

Now consider the undertaking given by the Chancellor of the Exchequer to the deputation from the Irish National Teachers' Association. He promised a grant of 4s. to men teachers in receipt of salaries under £100 a year, and of 3s. a week to all receiving salaries above that amount. Female teachers in receipt of salaries under £100 are to receive a grant of 2s. a week, and those receiving over £100 a grant of 1s. 8d. a week.

These figures require no comment: the flagrant injustice involved has roused a storm of protest. A large and representative meeting, convened by the Belfast National School Teachers' Association, was held in the Ulster Hall, Belfast, on October 26th, at which the following resolution was carried unanimously: "That in view of the important services rendered to the State by the women teachers, we claim that their bonus should not be less than that granted the men teachers. . . . ."

It was satisfactory to note the expressions of indignation from the speakers of all parties at the unjust discrimination between men and women. I may quote especially the remark of Mr. Joseph Devlin, M.P., "that he felt women would have to play a larger part in the government of the country in the future than they had done hitherto," and of the ex-Moderator of the Presbyterian Church, that "if this sort of thing is going on we shall all be Suffragists."

Dora Mellone, Hon. Press Secretary,
Belfast Suffrage Society.

Madam,—I am requested by my Committee to send you the following resolution passed by the Joint Committee of the Irish Women's Local Government Association:—

> "That this Joint Committee strongly protests against the proposal to give to Irish women teachers a War Bonus half as great as that to be given to men, and desires to support any demand the women teachers may make for equal treatment, in view of the fact that they have to meet the present high cost of living with salaries already smaller than those of the men."

The following Women's Societies were represented: Alexandra College Guild, Church League for Women's Suffrage, Conservative and Unionist Franchise Association, Irish Women's Franchise League, Irish Women's Reform League, Women's National Health Association, World-Wide Christian Temperance Union, United Irishwomen.

Edith Sanderson, Hon. Secretary.

THE POSITION OF V.A.D. MEMBERS.

Madam,—As a consequence of the agitation in which The Common Cause took a prominent part, it has been decided that nurses in Military Hospitals are to get reduced travelling allowances, following on the very much needed concession of annual leave with pay, which was granted some time ago, and which you also strongly advocated. But like so many concessions it falls short of justice or fairness, for it leaves out the host of ladies who are doing work as important in its way as that done by the nurses—namely, as clerks, storekeepers, cooks, and other positions taken up very largely by V.A.D.'s. Each post filled releases a soldier for service in the field; yet it is common knowledge that there is a very irregular system followed in regard to these, one hospital providing quite reasonable accommodation for all who work therein, while another makes little or no provision either for health or comfort. In more than one case I know of girls who have contracted disease through unhealthy conditions of service, and yet their private friends have to find means out of their often too slender purses to do what the country would gladly do were all the facts made public. We are confident that this carelessness retards recruiting for this very necessary work, without which neither nurses nor patients could gain any benefit.

Arthur Haywood.

WOMEN'S VIEWS ON ECONOMY.

Madam,—No woman representative has been appointed to replace Miss Mona Wilson, since her resignation from the National War Savings Committee; nor is there a woman representative on any other Government Committee dealing with the question of retrenchment. Yet it is chiefly to women that the appeal for "national" economy is being made. Might not the economy campaign be more thorough and effective if the women's point of view on this great problem were sought? A. M.

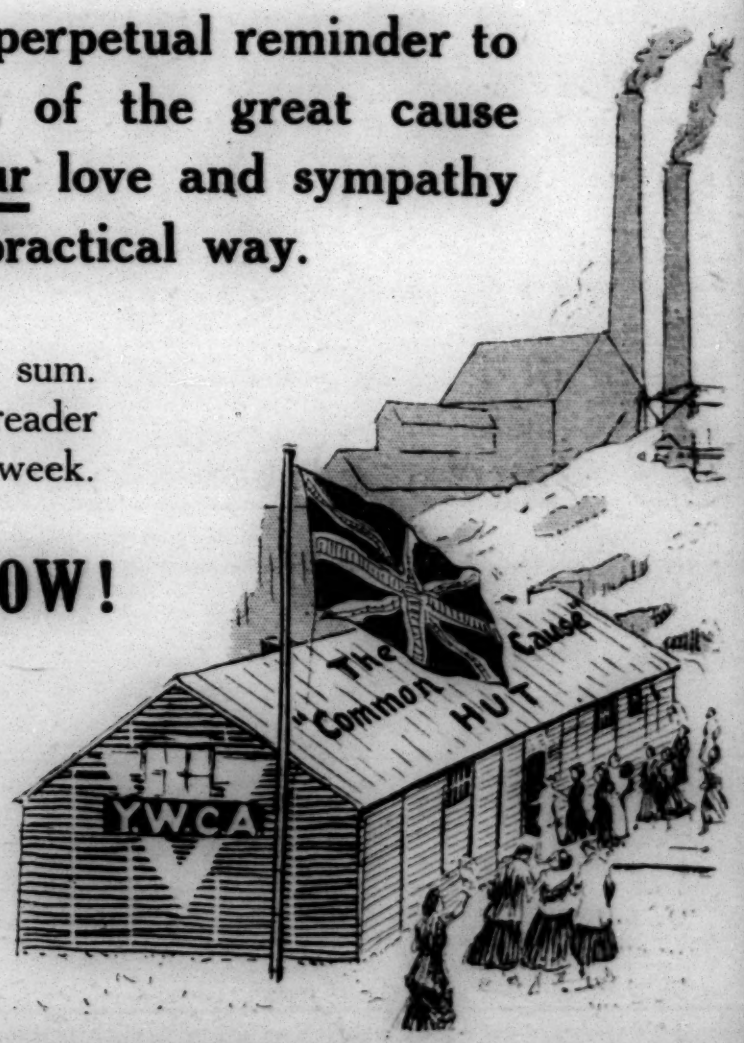
Can we do it?—Of COURSE we can!

We—the readers of "THE COMMON CAUSE"—are asked to provide, entirely out of our own pockets, a Rest and Recreation Hut for our brave Women War Workers. The total cost of the Hut is to be £500—and the Hut is to be known as

THE "COMMON CAUSE" HUT

It will be run under the auspices of the Young Women's Christian Association, whose extensive work among the Women and Girls is so well known.

This "named" hut will be a perpetual reminder to the women and girl workers, of the great cause we represent, and will shew our love and sympathy for them in a most practical way.



£500 is not so very big a sum. A contribution NOW from every reader would "do the job" in a week.

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To the Editor of
"The Common Cause,"
14, Great Smith St., Westminster, S.W.

Dear Madam,

I enclose my "bit" towards the "Common Cause" Hut. viz: _____ (amount) wishing it every success.

Signed _____

Address _____

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The Problem of Rescue Work is beset by many pitfalls, but in one case at least a happy solution has been found. Early in 1913, a school of hand-weaving was started with the object of developing the artistic powers of girls of the upper and middle classes requiring a fresh start in life.

The Organiser of this school, desiring to co-operate with those engaged in rescue work by offering a new opening to better-class girls, has found by over three years' experience that hand-weaving is specially suited to their needs.

The chief need at present is a Hostel where the weavers may live until they are sufficiently skilled to be financially independent. A suitable house is being sought but Annual Subscriptions to the amount of £450 are urgently needed to maintain such a house which will receive, not only the girls, but also their babies. Inquiries and subscriptions should be addressed to—

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The Weaving Studios,
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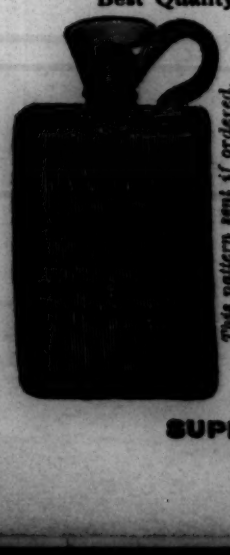

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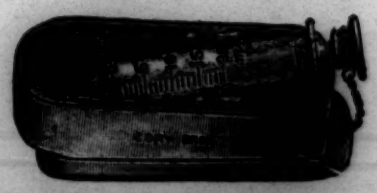

Fig. 1253.—Special All-glass Syringe, with Safety Chain, in N.P. Case, 2 needles. Complete from 3/9 each.
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Picking the Workers' Pockets.

"Women are winning this war," said the Lord Mayor of London last Monday, when the freedom of the City was conferred upon Mr. Joseph Massey. And Mr. Massey, in his turn, spoke of the devotion of women, and how many men in the trenches would not have been there if their mothers had not taught them what national duty means. In the workshops, in the munition factories, in the home, the war is being won (so Press, Parliament, and officials reiterate) by the strength of women, who are bracing hearts and nerves at the call of a great cause. Recognition of this spirit is all but universal. Recognition of the immense possibilities of "woman-power" are also beginning to dawn upon Munitions Department officials and others; the employers would seem to be consoled for the drain of their men-workers by a prospect of getting women-workers—cheap.

The War Office issues handsome illustrated pamphlets to show employers what can be done. Various responsible authorities follow suit, advertising "Training for Women War-Workers," and holding out prospects of "equal pay for equal work"; or, "a man's pay when proficient." The woman or girl finds the money for the course of training; and, when passed as "proficient," is handed on to the prospective employer, and a bargaining process begins. In far too many cases a woman-worker finds that, far from getting equal pay for equal work, she is expected to take actually *less* than a boy of eighteen or an unskilled labourer; while the prospect of earning more money recedes into the far distance. True, she has learnt the trade, and she was promised a man's work at a man's wage. She gets the former, but as to the latter the Munition Department's fair-promising circular seems to be a dead letter. Practically the only safe-guarding of the workers at present is done by the women's societies who have watched over their training.

The fact is, the prospect of replacing highly-skilled, organised labour by trained, but only partially skilled and quite unorganised labour, has induced many an employer to support with philosophy the arbitrary decisions of the Tribunals. We can see pretty plainly that women's labour has been thrown as a sop to the discontented manufacturer, with the connivance of the authorities. It is only with the utmost difficulty, as things are, that a worker, who has served her apprenticeship and can turn out really creditable work, can get *half the wage of an ordinary unskilled male beginner!* The whole system under which women's labour is now being recruited is open to the gravest suspicion. At the back of the official mind, it is to be feared, is the delusion which directly causes so much needless suffering and so many intolerable evils—that women are not to be paid the full worth of their work, because they are women. It does not occur to the Munitions Department that cutting down the women's wages means in the end a loss of national efficiency.

The New Statesman for November 4th contains a letter by an American on "The Future of Industry after the War," so extremely pertinent that we do not apologise for quoting largely from it. The writer is comparing the greater productiveness of the American working man as compared with the English, French, or German. The superior output, is not, he is convinced, due to the greater use of steam-power and labour-saving machinery, though these are factors, no doubt. He gives quite other reasons. "The average wage of the American working-man is several times greater than that of the English working-man. The average hours of daily labour of the American working-man are from 20 to 40 per cent. less than those of the English working-man. . . . I have learned by my own experience and actual experiments that the products of all kinds of human labour are greatly increased by plentiful

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nourishment, good housing, good clothing and abundant time for recreation." The writer goes on to say how extraordinary is the effect upon "output" of good pay, even on "poor, emaciated, half-starved, ignorant, stupid and energyless men." The scarcity of labour in Southern California is, it seems, so great that employers are obliged to make use, not of women, but of Mexican peons, and as by the State laws all labourers must be treated alike, the Mexican gets "equal pay." A year or two of good wages, shorter hours, and abundant food—the miserable effete ex-peon "becomes almost as strong, able, and efficient as his fellows of American stock." The Mexican, you see, is a man—and a brother.

Is it impossible to obtain from our own Government some guarantee that one of the finest, most willing, and enthusiastic workers in the world—the British woman—should be as well treated as a Mexican peon, permitted to earn a wage that will enable her to put forth all her powers and keep her health and strength? Is there any reason, social, economic, or political, for the under-payment of women? Is there any justification for paying the worker who has learned her trade less than the casual labourer who is only beginning to learn it?

How many of our "social problems" would settle themselves if these artificial sex restrictions were abolished? How many unsatisfactory social expedients would be no longer necessary? That peculiar product of our time, the "welfare-worker," for instance, whose singular function it is to "grease the machinery," ought not to be required at all. If women were adequately paid the grease would be unnecessary. Elaborate precautions for dealing with fainting fits and "hysteria" are not required for young women who are properly fed and not overworked; and women whose health has not been undermined by doing a second day's work at home on the top of the first because (unlike a male worker) they cannot afford to pay for help in the house, will not be such heavy sufferers through maternity.

So long as women are regarded, not as one half of the nation, but as a sort of "race in tutelage," these economic evils are perhaps only what we may expect. But we have also a right to expect that Government should exercise a special watchfulness over the bargaining in which women are at present involved.

After urging women to take up work from patriotic motives, is the Munitions Department not going to stand by them and see, at any rate, that the provisions of their own circulars are carried out? Let us be on our guard, lest the so-called New Openings for Women turn out to be trap-doors!

The Revolution in the Workshops.

"Women have shown themselves capable of successfully replacing the stronger sex in practically every calling." These words are not taken from a Suffragist tract, as at first sight one might think, but are, on the contrary, a quotation from an introductory note by the Adjutant-General to the Forces to the report on "Women's War Work in maintaining the Industries and Export Trade of the United Kingdom." The report consists of lists of trades and processes, with a few illustrations thrown in to reward the readers of this amazing document. Dull and uninteresting from one point of view, if read by anyone with imagination, it opens up vistas of a future full of interest to the women workers of the country. For generations women have been despised as "unskilled," "wanting in initiative," "only fit for routine work." Then at a minute's notice, and without preparation, they are ordered to replace the men whose work they have always been told was too skilled and important for them to lift their eyes to; and this report is "published as a guide to recruiting officers," etc., as to the "processes in which women are successfully employed" to replace men. They are listed, as :—

Bricksetters' labourers; laboratory workers; attenders in roller mills; workers in seventy-eight processes of boot and shoe making; in breweries, filling beer casks, digging and spreading barley; in nineteen processes in grain milling; in fifty-three processes in paper-making; in twenty-four processes in furniture-making; in dyeing, bleaching, and printing cotton, woollen, and velvet goods; making enamelled bricks; glazed and unglazed ware; stone ware; tiles; glass; leather goods; and linoleum.

Instances are given of "heavy physical work successfully performed by women," packing, loading, barrowing in railway stores, warehouses, etc.

Everyone has now heard of women's success in the making of ammunition and artillery, also in processes of aeroplane work, in chemicals, in marine and mechanical engineering generally, and scientific instrument making, but the list is much too long even to quote from.

The capacity of the human mind for unfairness is incalculable, but it is almost impossible to believe that in face of this anyone could be unfair enough to deny that women have proved themselves capable, *wherever they have been given a chance*, of doing men's work successfully, and that the question of women's labour has entered on an entirely new phase.

The old argument was, There is a line of demarcation between men's and women's work, therefore the question of equality of pay doesn't arise. For years, as many of us have known, the sea of women's work has been gathering and swelling in volume, and now suddenly the world-war has swept away the dykes, the sea has flooded in, and the old landmarks are gone. Although there are many skilled processes and much hard work that custom and prejudice have not yet allowed women to attempt, no impartial mind could deny that workers who could with such agility and speed become proficient and steady producers of every kind of goods, could, if given a chance, advance from so-called "semi-skilled" to "skilled" work, or could add process to process without any superhuman effort, and, indeed, will do so, unless artificially prevented. Therefore what are we going to do? We know women can do better work; we know they need higher pay; how are we going to get it?

There are just two alternatives before us at the end of the war :—

(1) Equality between men and women; or

(2) General deterioration of the conditions of labour and reduction of wages all round.

This subject is of vital importance to women, but also of vital importance to men. The argument that women *cannot* do men's work has been practically swept away, as I have said. There never was for Suffragists anything in the argument that women did not need equal wages. In the main the women workers are underfed, ill-clothed and worst housed owing to their poor pay. They would be able to live as human beings should, and they would also be more efficient workers; if these elementary needs were properly provided for. Every human being has the right, if he or she gives good work to the community, to some scale of pay which will also enable the person to provide against sickness and old age. All have a right to education, recreation, and the enjoyment of the beauty of the world, all of which, unfortunately, means money.

Again, the question of the dependents of the women workers is going to assume a grave aspect after the war. The Fabian women's group reckoned these as over 4,000,000 before 1914. What will they be in 1918?

With hundreds of thousands of fatherless children, with tens of thousands disabled, or nerve-shaken men, and with pensions as small as they are, the load of responsibility that women workers must shoulder will be vastly and terribly increased. Women will have to go out into the labour market in larger numbers than ever. No woman in comfortable circumstances will ever again have the right to say women do not need as much money as men.

Employers are discovering every day more capacity for work and training in women. At the close of the war capital will be scarce and the rate of interest will be high. The need of keeping up an increased rate of production in industry will be imperative if the war is to be paid for. Here is a new army of labourers ready to hand, and the employers will take them on.

If men insist on setting up again an artificial "line of demarcation," with the skilled, well-paid work for men and the poor-paid for women, if they persist, as many Trade Unionists and professing friends of women already show signs of persisting in only allowing women to have technical training in one or two processes, not an all-round training, then the marvellous skill of engineering will be turned to the invention of machines, by which skilled processes can be made into "semi-skilled," as is always happening, and gradually all the work will be below that "line of demarcation," and below that level of decent payment, and thus competition and sex jealousy once more will have brought disaster on the world and suffering on women and men alike.

Which of the two alternatives this country will choose depends largely on women Suffragists to-day. If they come out now into the open and demand political and industrial equality, and work for it, we may get it. If not, we shall

A TON OF COAL FOR 2/6

Wonderful Scientific Discovery which Enables Everyone to save Large Sums in Weekly Housekeeping.

Remarkable Offer to Enable Every Household to Test the Splendid Economic Advantages of "Seldonite," which, at a cost of 2/6 only, makes One Ton of Coal go as far as Two.

The introduction of the wonderful chemical compound, "Seldonite," which doubles the "life" of coal, or, in other words, cuts in half the coal bill, is resulting in something like a sensation.

At this time, when every penny of housekeeping counts, "Seldonite" proves a veritable blessing, for warmth is almost as important as food.

£20 SAVED DURING COAL FIRE SEASON.

Ladies are now finding that they are able to have in kitchen or drawing-room the brightest, cosiest, and hottest fires they wish, and yet make one scuttleful of coal treated with "Seldonite" go as far as two ordinary ones.

A saving such as this is, of course, greatly appreciated, all the more so because servants are pleased when "Seldonite" is used, for fires burn clearer, need less attention, and there is practically no waste, dust, or soot.

No matter how small or large your coal bill, you can effect a wonderful saving by using "Seldonite," and if you use, say, one ton of coals a month, you can easily save from £20 to £30 during the coal fire season.

In order to give the public a most advantageous opportunity of testing "Seldonite" in their own homes, the proprietors have decided for a short while to send post free the full-size 4s. box (sufficient to treat one ton of Coal, Coke, Anthracite or Slack), with full directions, to all readers for only 2s. 6d. Orders and remittances, however, must be sent within the next few days. Five boxes will be forwarded (whilst this offer lasts) for only 10s., or 11 boxes for 20s.

A MOST REMARKABLE SUCCESS.

Already "Seldonite" has found thousands of users who appreciate its cleanly and splendidly economical advantages, and testify to their appreciation by constant repeat orders.

Among the many thousands of delighted users of "Seldonite" are the following:—

The Viscount Elibank
writes—"I like 'Seldonite' as much as ever, and enclose cheque for a further supply. You can certainly make use of anything I have said in favour of 'Seldonite,' as I wish you every success."

The Viscountess Templetown,
who writes—"I have found 'Seldonite' most satisfactory, and will order more when required."

The Lady Swansea,
who writes—"Please send me five more boxes of 'Seldonite.' I was perfectly satisfied with the first trial box, and think it excellent."

Lucy, Countess of Egmont,
who writes—"I am quite satisfied with the 'Seldonite.' Please send me a further supply."

Lady Richardson,
who writes—"I find 'Seldonite' very satisfactory in making a very bright and extra warm fire. It is also much cleaner than ordinary coal."

Lady Frankland,
who writes—"I have much pleasure in stating that I have found 'Seldonite' most satisfactory. It certainly makes the coal last much longer."

Priscilla, Lady Newnes,
who writes—"I find 'Seldonite' most useful. It causes the fire to burn very brightly, and to send out much more heat than usual."

The Dowager Lady Pollen,
who writes—"By all means use my name as a satisfied user of 'Seldonite.' I am much pleased with it."

The Hon. Mrs. George Keppel,
who writes—"I have found 'Seldonite' a great saving of trouble. It gives more heat, and the coal lasts much longer."

Louisa Lady Walker,
who writes—"I shall be much obliged if you will send me eleven more boxes of 'Seldonite,' as I and all my family use it and find it quite excellent. The fires are bright and the consumption of coal considerably less."

Lady Mary Cayley,
who writes—"Having found 'Seldonite' very satisfactory in its results, I enclose remittance for a further supply to be sent by return."

Lady Isabel Stewart,
who writes—"I have been using 'Seldonite' on my coals for the last three or four weeks, and find a very great improvement. The coal lasts well, the fires are perceptibly much warmer, and when 'Seldonite' was not used I at once noticed the difference."

Lady Frances Bushby,
who writes—"You are quite at liberty to mention my name as using and approving 'Seldonite,' as I consider the results of the treatment very satisfactory."

Lady Eggar,
who writes—"Please send me a further supply of 'Seldonite' by return. I find it admirable for brightening up the fire."

The Hon. Mrs. Eric Thesiger,
who writes—"You are at perfect liberty to use my name with regard to praising 'Seldonite.' I am very pleased with it."

Sir John Bramston,
who writes—"You are at liberty to use my name as approving 'Seldonite,' as I find it quite successful."

The Rev. Canon Seaton, D.D.,
Villa Loreto, St. Peter's-in-Thanet, who writes—"'Seldonite' has given great satisfaction, and the consumption of the coal has been considerably reduced."

Sir Edward Redford, C.B.,
who writes—"'Seldonite' possesses all the advantages it lays claim to, and is of very considerable benefit. The preparation not only economises coal, but it also ensures an excellent fire. It is, moreover, clean, and gives out more heat in a room than a fire made without 'Seldonite.'"

Sir Charles A. Payton,
who writes—"I find 'Seldonite' very useful and economical. Coal treated with it burns well and slowly, giving good heat and very little ash."

Sir Robert Kennedy, K.C.M.G.,
who writes—"I am perfectly satisfied with 'Seldonite,' as I find that it is conducive to cleanliness and economy, and that coal treated with the preparation burns a bright red and consumes the coal slowly. I have given some 'Seldonite' this year to my coachman, gardeners, etc., and they are much pleased with it."

Colonel Fludyer,
62, Warwick-square, who writes—"I find that when using 'Seldonite' not only is there a great saving in the amount of coal used, but also that the coal treated with it gives out twice as much heat. In the kitchen range I find it saves quite one large scuttleful of coal per day."

The Rev. Canon W. F. Pearce,
Prebendal House, Chichester, who writes—"I am more than satisfied with 'Seldonite.' It is a great economiser, and gives out much more heat than with coal alone."

"Seldonite" is easily used, and is alike suitable for factory, hospitals, schools, clubs, kitchen, greenhouse, drawing-room, or dainty flat. It does not smell; there are no fumes. It is perfectly healthy. Indeed, no one knows that it is in use, except that the fire burns consistently, warmly, cosily, and brightly without any attention.

To take advantage of the special offer made above, readers should send remittances of 2s. 6d. for the full-size 4s. box (sufficient for one ton of Coal, Coke, Anthracite, or Slack), 10s. for five boxes, or 20s. for 11 boxes, addressing their letters to Seldonite Laboratories, Ltd., 661, Vine-street, Clerkenwell-road, London, E.C.

Special Terms to hospitals, clubs, schools, laundries, bakeries, factories, &c.

certainly get bitter strife between women and men workers and a general reduction of wages. There will be plenty of work and wages for all, if instead of fighting one another, men and women join hands in improving the methods of production of the goods needed by the community, and in increasing the sum that is paid to the labourers for their share in the production.

It is a sordid view of the question to say that there must always be a miserable and insufficient amount flung as wages to the workers, who must always destroy one another in competing for a portion of it. We want decent conditions for all, and it is possible to get them. We ask that, to this end, women should be given equality in education and technical training, in payment and in opportunities of work. If the community really believed in justice and fairness, if they really thought that a good tree brought forth good fruit and a bad tree bad fruit, we should stop this ignoble strife and cut-throat competition, and combine at once to win for women and men liberty in the political world, equality in the industrial world, and fraternity in the social world.

Esther S. Roper.

Patriotism *versus* Payment.

Lydia Morris hurriedly drew out her latchkey and let herself into the little narrow hall. It was quite dark, partly on account of lighting restrictions and partly for economy's sake. Lydia could feel her way easily, and as for her mother she did not need any light. She entered the little sitting room at once without going upstairs to remove her things, and as she opened the door Mrs. Morris lifted her blind eyes.

"Well, dear?" she asked eagerly.

Lydia turned up the gas and removed her gloves before replying, then, "I am to begin next week," she said.

Seen under the gaslight, Miss Morris looked about thirty years of age, and had a strong capable face, and a rather dignified manner. Just now she was slightly flushed and her eyes were very bright.

"I am to take charge of a department in the Offices," she continued, turning towards her mother, "I shall have about twelve girl clerks under me, and the books of the department will be in my care. He said it was splendid and patriotic of me to come, and that so far he had found the women do as well as the men in every particular. He regretted that more well-educated women did not realise how essential it was to the country to keep going the big businesses that pay the bulk of the taxes. It was the most patriotic thing women could do."

"What salary will he give?" asked Mrs. Morris gently.

Lydia's face fell a little, "Oh, only £70 at first," she answered, "but, of course, as soon as I am familiar with the work he will raise it."

"But, my dear," urged her mother rather breathlessly, "we cannot live on less than a hundred, at least; you know we cannot, Lydia; and, why, it will be less by £50 a year than you have been getting as designer at Messrs. Falkner Brothers."

"Yes, I know, but it is only temporary, you know, darling," replied her daughter, "he promised to raise it in three months, if I stayed. It will be so splendid to be doing my bit, even if we have to be more careful, and the designing was a pure luxury; no one ought to want it done in war time."

"How much did the man get who had the post before you?" asked Mrs. Morris.

"Oh, £200, I believe," said her daughter, "but then he had been there for a long time, and thoroughly knew the work. In three months I shall know all about it and be able to manage perfectly. Mr. Reece said the girl in the next department was doing as well as the man before her in less than that time. Then I shall get more."

"So he expects you to learn in three months what it took the previous head of the department several years to acquire," said Mrs. Morris thoughtfully; "but I do not suppose you are going to be raised to the same salary as he got."

Her daughter laughed, a little uneasily. "Oh, no, darling, of course not; but then you see Mr. Reece explained that he was paying the previous man half his salary while he is at the war, so he could not afford to pay me the same as he gave him."

"Well, I have a little in the bank," mused Mrs. Morris, "we must use that; only, Lydia, you must insist on at least £100 when the three months are over."

Ten weeks later the sad news came that the head clerk, whose place Lydia Morris was filling, had been killed in the Dardanelles. Mr. Reece called her into his private office, and, after expressing his entire satisfaction with her work and methods, offered her the post permanently at an increase of £10 a year.

SUPPORT OUR ADVERTISERS and mention THE COMMON CAUSE when ordering goods.

"Oh, but you promised to raise my salary in any case in three months," said Lydia, "and the time is nearly up. I cannot possibly live on that Mr. Reece."

The employer frowned. "Now, look here, Miss Morris," he said, testily, "you must have the good sense to know that women do not command the same salaries as men do who have families to keep. You are doing splendidly, of course, and I am glad to offer you the post, but I cannot afford in these times to pay fancy salaries to women clerks. I will double the advance I have offered, and give you £90. If you can be patriotic enough to accept it on those terms, well and good; if you do not, well, there are plenty of trained ladies knocking about nowadays. Perhaps," he added, with veiled insolence, "you feel that, at your time of life, you ought to be doing better. In that case I must get someone younger, who will, naturally, be satisfied with much less."

So, Lydia and her mother went without their usual summer holiday, and dismissed their one maid. Lydia found that by rising very early she could manage to do the housework herself, relying only on a charwoman to come in at the middle of the day and get her mother some dinner. Then in the evening she would do what cooking was wanted for the next day, and perhaps sometimes take her mother a short walk, if she got back early enough. Lydia's own meals were more and more economical and insufficient, and that and the strain of the extra house-work soon began to tell on her health. It told on her work too, and what had been comparatively easy and pleasant to her at first became a great anxiety and burden. The discipline of her room deteriorated, and more than once her judgment was at fault and she made mistakes.

"Women are always like that," was the employer's comment when his manager pointed this out to him; "they set off all right, and then when it comes to a steady grind they fall off and grow careless."

Meanwhile, the prices were continually going up. Mrs. Morris, who "saw" a great deal more of what was going on than her daughter gave her credit for, herself practised an ever-increasing economy during her absence in the daytime, both in coal and food. Thus the mother tenderly deceived the daughter, and the daughter deceived, less successfully, the blind mother, and both women grew more and more out of health and worn with anxiety.

One day the manager of the firm approached the employer with a general request from the men on the staff for a war bonus. The employer was at first greatly annoyed, but his manager reasoned with him. "Many of these men have families to keep, sir, you can't forget that, and the prices of everything have gone up. Men are scarce, too; if we do not grant it they may take themselves off elsewhere; they say, and it is true, they could get far more at making munitions."

Ultimately, considerable war bonuses were consented to, though with an ill grace. The matter was openly discussed in the offices, and at last the women summoned up courage to ask that the same act of justice should be extended to them.

"I tell you I will not hear of it," declared the employer to the manager. "What do women want with a war bonus? They only want to dress themselves up and go to theatres. It is not as if women had anyone to keep beside themselves, let them practise a little patriotic self-denial, it will do the sex good."

Now it happened that Lydia Morris had entered the Office with some papers at the very time that the employer was giving this ultimatum, and, her presence being unnoticed by the two men, she heard the whole sentence while waiting to bring forward her report. Miss Morris was not a timid girl, and she had had a good deal of experience by this time of the ways of the business world and the meaning some people attach to the word "patriotism."

She turned to the astonished employer, and in quiet, scathing words—words of such biting contempt and bitter scorn, that the man stood speechless and cowed by them—she told him a few facts and a few plain truths. Then she went to her room, collected her things, and left the Reece offices for ever.

After three weeks of almost unbearable anxiety and privation she found well-paid work in the offices of a firm of women printers, and Mr. Reece merely promoted the clerk who had been longest under her to fill her post at a yearly salary of £60.

But though he thus gained financially by the fact of her leaving, he could never entirely lose the sense of the humiliation he had suffered when, in his own office and before his own manager, he had been forced to listen to the cold contempt of one of his women clerks.

Carol Ring.

Fur-trimmed Coats

FUR-TRIMMED COATS are, undoubtedly, the Fashion of the moment, and we have an enormous selection in all the correct new styles to choose from. Velour Coats—Fur-trimmed — are a special feature. Note this example:

SOFT VELOUR CLOTH COAT, collar of fine Seal Coney; shaped yoke back and front; new belt, inside at back, fastening in front. In black, navy, brown, mole and green ... **£4. 10**

Peter Robinson's
OXFORD STREET

Peter Robinson Ltd.

Notes from Headquarters.

The National Union of Women's Suffrage Societies.
President: Mrs. Henry Fawcett, LL.D.
Hon. Secretaries: Miss Evelyn Atkinson. Mrs. Oliver Strachey (Parliamentary)
Hon. Treasurer: Mrs. Auerbach
Secretary: Miss Helen Wright.
Offices: Parliament Chambers, 14, Great Smith Street, Westminster, London, S.W.
Telegraphic Address—Voiceless, London. Telephone—4873 Vic.

A New Society.

We are very glad to welcome the Wolverton Society into the National Union. The members of the new Society are alive to the importance of presenting a strong, united front at this critical time in the history of our movement, and the Hon. Secretary writes :—

"Our Society was formed in May, 1914, but it seemed impossible to make any progress until quite lately. *I think, however, that women are beginning to realise that an effort may be required of us if we are to obtain the vote.* We are hoping to add more members in the near future. In order to stir up more interest in the movement we would like another public meeting."

We should like to make the words even stronger and urge upon every officer and member of the societies that an effort—perhaps the greatest we have ever made—will most certainly be required of us if we are to obtain the vote.

Treasurer's Notes.

Our financial year closed on October 31st, and this week we begin new lists of contributions to the General Fund.

The year ended with much encouragement—the amount received in donations to the General Fund during the month of October having been upwards of £550, and we are full of hope in beginning our new financial year.

In our new list we acknowledge most gratefully a generous donation of £20 from Mrs. Corbett, and £12 12s., the result of a sale held by the Cuckfield Branch of the Central Sussex Society; and as many other societies have promised to hold similar sales we expect to receive, in the course of the next few months, a substantial sum raised in this way.

We close our lists and begin again, but the stream of support that flows in is not interrupted. It is sometimes a broad stream, sometimes a narrow trickle, but it goes on all through the years.

No one who is watching the course of events can doubt that there is much strenuous work before us, work that cannot be done efficiently unless we have funds at our command. Therefore, we appeal to all our members, and also to others who, though not members of the National Union, are interested in the question of Women's Suffrage, to give us in this new year, even more generous support than they have given us in the past.

Our conviction that a heavy burden of responsibility rests upon our Union—a responsibility not for our own members only, but reaching out far beyond them—is supported by a letter received this morning, from which we give the following extracts :—

"I should like to become a member of the N.U.W.S.S. I may explain I have always supported Woman Suffrage (having had my vote for twenty years in New Zealand), but for various reasons joined other societies than yours. Two of these have, however, ceased to exist, and I feel it is chiefly to your Society we shall look to bring the long-waited-for Victory to us women."

Will You Help Us to Win the Victory?

Contributions to the General Fund.

Received from November 1st to November 4th, 1916 :—

	£	s.	d.
Subscriptions.			
Miss J. A. Booth		2	0
Miss J. Sophie Thomson ...		10	6
Miss Harriet I. Bryson		5	0
Affiliation Fees.			
West Hartlepool W.S.S. ...		5	9
Henley and District W.S.S. ...		5	0
Eye and District W.S.S.		5	0
Shotley Bridge W.S.S.		5	0
General Service Fund Donations.			
Mrs. Corbett	20	0	0
Central Sussex W.S.S.: Cuckfield Branch Jumble Sale ...	12	12	0
Miss Harriet I. Bryson		5	0
	£34	15	3

IMPORTANT.

Lost Letters Addressed to the National Union.

Cheques should be crossed.

Postal Orders should be crossed, and filled in N.U.W.S.S.

Treasury Notes should be treated like coins, and *always* registered. If any contributions remain more than two days unacknowledged, please write at once to the Secretary, N.U.W.S.S., 14, Great Smith Street, S.W.

Please address letters containing money either to the Secretary, or to Mrs. Auerbach or Miss Sterling by name, *not* to the Treasurer.

LONDON UNITS OF THE N.U.W.S.S. SCOTTISH WOMEN'S HOSPITALS.

The Committee of the London Units of the Scottish Women's Hospitals were greatly relieved of anxiety by receiving a cable, on November 6th, from the British Consul at Odessa, announcing the arrival of the Unit, consisting of some eighty members, at Galatz. A private telegram is also reassuring, and there is hope that the hospital equipment is still intact.

In a letter to Mrs. Kinnell, Dr. Inglis writes :—

"We seem to have come into the midst of a second Verdun. I don't know whether the Censor will let this pass, but, as it is in the papers, I suppose there is no harm in saying that Hindenburg and Mackensen are in command against us in the very place we are ordered to. But, with the enormous Russian reserves, I don't suppose there is any doubt of the result. It does mean that we shall have our work cut out for us. The need of the hospitals for these two divisions is awful. The Russians are splendid in taking the men into their hospitals at the base. But you know what it was after Verdun. It is heart-breaking to realise how many places we are needed in. General Huditch, who is in command of the 1st Division, wants us there. General Jivkovitch, who is in command of the 2nd Division, wants us here, and there are just four of us and not very big at that. I have wired home asking for another hospital for the base—urgently needed—but if the people at home knew I don't believe there would be any difficulty. They are such a fine body of men these Serb men—a magnificent fighting force—and only to win the war they ought to be looked after, but far and away beyond that they are men with people who care for them, and we, each of us, know what that means. I wish each of us here were six women instead of only one."

Millicent Fawcett Hospital Units for Refugees in Russia.

Mrs. Elborough, Secretary to the Millicent Fawcett Hospital Units, has just returned from Russia, where she visited all the hospitals in which our doctors and nurses are working. For six weeks she was travelling about the country, as the work of the Units is carried on in several different districts. A visit to the Children's Hospital at Kazan, involving a journey of four days on the Volga, forms one of her most interesting experiences, while a short stay at our General Hospitals at Chulpanova and Stara Chelnoe gave exceptional opportunities for seeing something of real peasant life. The Military Hospital for Infectious Diseases at Zaleshchiki, near Czernowitz, was filled to overflowing when Mrs. Elborough visited it, and in Petrograd she stayed at the Maternity Hospital, which is used as general headquarters. £2,000 is needed to carry through the winter's work, and Mrs. Elborough is prepared to address meetings of any kind at which a collection is made for the benefit of the fund. She has already fulfilled some, and arranged more, speaking engagements, and will be glad to hear of further opportunities as soon as possible as she expects to leave England again for Russia about the middle of December.

Two very successful meetings were held last week at Colwyn Bay and Chester, at which Mrs. Elborough spoke to large and interested audiences.

FORTIETH LIST.

	£	s.	d.
Already acknowledged ...	8,968	14	6
Miss Agnes McD. Teacher, per Glasgow W.S.S.	5	0	0
The Dowager Lady Farrer ...	40	0	0
Miss J. L. Franklin (monthly, for September and October)	1	0	0
Miss S. Constance E. Smith ...		10	0
Miss Alice Bolton (monthly donation)		10	0
Mrs. E. S. Harrison		1	0
Colwyn Bay W.S.S., collected at Mrs. Elborough's Meeting	9	1	0
The Queen's School, Chester, collected at Mrs. Elborough's Meeting	2	18	9
	£9,027	15	3

We feel very proud of having raised over £9,000, and confidently appeal to our friends to help us with the remaining £2,000 urgently needed for our winter's work.

Further donations should be sent to the Countess of Selborne, or to Miss Sterling, N.U.W.S.S., 14, Great Smith Street, London, S.W. Cheques and Postal Orders to be crossed "London County & Westminster Bank, Victoria Branch."

Mrs. Alys Russell acknowledges gratefully several parcels received at 11, St. Leonard's Terrace, Chelsea, for the Chelsea Jumble Sale, and begs for further contributions, and also for new articles for the Millicent Fawcett Hospital Units Stall at the United Suffragists' Sale. This will be held at the Central Hall, Westminster, on Saturday, December 2nd, 3 to 9, and contributions for it should reach Headquarters before December 1st.

IN AID OF THE LONDON SOCIETY.

Madam,—I propose having a little "Sale" of Lavender Bags and useful articles at the beginning of December, in aid of the funds of the London Society for Women's Suffrage, and I should be most grateful to receive any gifts towards it. Parcels should be directed to me at 20, Craven Terrace, Lancaster Gate, W.

B. M. Graves, Hon. Treasurer.

LONDON SOCIETY FOR WOMEN'S SUFFRAGE

58 VICTORIA STREET, WESTMINSTER, S.W.

(National Union of Women's Suffrage Societies)

ANNUAL MEETING

CAXTON HALL, WESTMINSTER, S.W.

Tuesday, November 28th, 1916, at 5.30 p.m.

List of persons proposed for election to the Executive Committee. Only 18 of these can be voted for.

President: THE LADY FRANCES BALFOUR has been proposed by Lady Strachey for re-election as President, and seconded by Miss Palliser. No other candidate standing for election, the Lady Frances Balfour is duly elected as President.

Treasurer: THE HON. MRS. SPENCER GRAVES has been proposed by Mrs. Franklin for re-election as Treasurer, and seconded by Miss Dunlop. No other candidate standing for election the Hon. Mrs. Spencer Graves is duly elected as Treasurer.

Special and adjourned Executive Meetings Attendances at Committee 8 Meetings held.	Regular Executive Meetings Attendances at Committee 12 Meetings held.	NAME OF CANDIDATE.	PROPOSER.	SECONDER.
1	5	MISS N. BAKER	MISS R. SMITH	MRS. FRANKLIN
—	2	THE COUNTESS BRASSEY	MISS O'MALLEY	HON. MRS. SPENCER GRAVES
1	8	MISS DUNLOP	MRS. FRANKLIN	MISS R. SMITH
6	7	MRS. FLINDERS PETRIE	MISS O'MALLEY	MRS. O. STRACHEY
3	8	MRS. FRANKLIN	HON. MRS. SPENCER GRAVES	MRS. O. STRACHEY
1	3	MRS. EDMUND GARRETT	MRS. O. STRACHEY	MISS DUNLOP
8	7	MISS T. GOSSE	MISS DUNLOP	MRS. O. STRACHEY
2	7	MISS E. HILL	MRS. SHILLINGTON	MRS. EVAN POWEL
7	10	MRS. KINNELL	MISS R. SMITH	MRS. FRANKLIN
7	6	MISS LOWNDES	MRS. FRANKLIN	MRS. O. STRACHEY
6	9	MISS O'MALLEY	MISS CLOUGH	MRS. FRANKLIN
6	8	MISS PALLISER	MRS. O. STRACHEY	HON. MRS. SPENCER GRAVES
5	12	MISS R. SMITH	HON. MRS. SPENCER GRAVES	MISS DUNLOP
6	6	MRS. SQUIRE SPRIGGE	MISS R. SMITH	HON. MRS. SPENCER GRAVES
5	6	MRS. O. STRACHEY	MISS F. E. RENDEL	MISS M. COLSON
2	10	MISS HELEN WARD	MISS R. SMITH	MISS DUNLOP

The above are Members of the out-going Committee.

NON-MEMBERS OF THE COMMITTEE.

NAME.	ADDRESS.	PROPOSER.	SECONDER.
MRS. BERTRAM	10, S. Barnabas Street, S.W.	MISS E. S. McKEE	MRS. RENDEL
*MISS CLOUGH	Newnham College, Cambridge	LADY STRACHEY	HON. MRS. SPENCER GRAVES
MISS E. DIMOCK	Woodcote, Bouldnor Yarmouth, I.O.W.	MISS PALLISER	MISS O'MALLEY
MISS EUSTACE	N.U.W.S.S., 14, Great Smith Street, S.W.	MISS O'MALLEY	MRS. O. STRACHEY
MRS. FERGUSON	24, Woburn Place, W.C.	MRS. O. STRACHEY	MRS SQUIRE SPRIGGE
MISS KEMPSON	South - Western Polytechnic, Chelsea, S.W.	MISS LOWNDES	MISS CLOUGH

*Acting Hon. Secretary of the Society since August, 1916.

BALLOT ROOM OPEN 3 p.m. to 8 p.m.

PRELIMINARY AGENDA

I.—To receive the Annual Report and Financial Statement.

II.—Resolutions: To be proposed on behalf of the EXECUTIVE COMMITTEE.

(*a*) That the London Society for Women's Suffrage believes that it is an urgent national necessity that women should vote for the Parliament which will have to deal with problems of reconstruction after the war. In view of this fact and of the fact that the question of the franchise has been re-opened by the necessity for creating a new register and a new qualification, it determines on a great and sustained effort to make clear to the public that our demand for the suffrage has in no way abated.

(*b*) That copies of the following resolution be sent to Cabinet Ministers and Members of Parliament for London constituencies:

That it is urgently necessary in the interests of the whole country that women should be represented in the Parliament which will decide questions of reconstruction arising out of the War.

(*c*) That this Annual Meeting of the London Society for Women's Suffrage, while recognising that the time has now come for resuming direct political propaganda, wishes to place on record their conviction that the war work undertaken and organised by Suffragists has been indirectly of the highest value to the cause of women's enfranchisement.

(*d*) That this Society resolves to continue to make every effort to emphasise the imperative necessity of the thorough training of women for industrial and professional life, and to uphold the principle of equal pay for equal work.

(*e*) That this Meeting desires to express its pride and satisfaction at the continued success of the work of the Scottish Women's Hospitals and to convey to Dr. Elsie Inglis at the earliest possible opportunity their sympathy and admiration for her services in connection with the London Units.

III.—Resolution.—Proposed, MISS ATTWELL; seconded, MRS. CLENNELL:—

That the proportion of the subscriptions paid by the Independent Branches of the London Society be one-quarter instead of one-half.

The Executive Committee hope to have the pleasure of welcoming MEMBERS at Tea in Room 18, at 4.45 p.m. to meet MRS. HENRY FAWCETT.

DONATIONS TO N.U.W.S.S. SCOTTISH WOMEN'S HOSPITAL.

	£	s.	d.
Brought forward	135,981	6	9
Further donations received to November 3rd:—			
*Per David Mitchell, Esq., further proceeds of Edith Cavell Car Tour	13	0	1
*Misses Wishart, to continue "Entente" bed further six months (Royaumont) ...	25	0	0
*Per Miss Bury: Employees Messrs. John Fergus & Co. ...	9	1	0
*Per J. Allison, Esq.: British Red Cross, Huntly Detachment, per P. C. Ironside, Esq., for 2nd six months of "Strathbogie" bed (Dr. Bennett's Unit)	25	0	0
*Per Miss Craigie: Proceeds of "Kossovo Day" collection from Pupils of Grimness School, St. Mary's Hopes, Orkney, per Miss C. C Thomson		11	0
*Per Miss A. M. Willan, Hon. Treas., Upton-on-Severn W.S.S.: S. E. Halton, Esq. ..		10	0
Jas. D. Borthwick, Esq. (£10), 2nd Lieut. W. G. Borthwick (£1)	11	0	0
Edinburgh Ladies' Hockey Club, per Miss E. T. Wright, Hon. Treas.	2	2	0
Messrs. Duncan, Flockhart & Co.	50	0	0
Staff Public School, Haddington, per A. Burnett, Esq., Headmaster	4	14	0
*Per Mrs. Jas. T. Hunter: Miss McHaffie	1	13	0
Mrs. Hugh Brook	25	0	0
*Per Mrs. Ellis, Hon. Treas., Nairn W.S.S., monthly collection	16	10	0
*M. C. A.	10	0	0
Miss F. Henry (Serbia) ...	2	2	0
*Per Mrs. Clarke, Hon. Treas., Wilmslow and Styal W.S.S. ..	7	12	6
*Domestic Staff St. Mary's School, Melrose		10	0
*Employees of the Seedhill Finishing Co., Ltd., per Richard Benson, Esq. ...	1	0	0
*Per Miss Craigie: Proceeds of Sale of Postcards of Royaumont		5	0
*Per Miss Morrison, Hon. Treas., Glasgow and West of Scotland W.S.S. Joint Com for S.W.H.: The "Scottish Farmers'" Ambulance Car, per Arch. MacNeilage, Esq (£322 14s. 8d.), East Kilbride War Funds Cattle Show, per Wm. Strang, Esq. (£200), Mr and Mrs. George Todd, to name "Helen Cargill Todd" and "George and David Todd" beds (£100), Mrs. Ure (Drawing-room Meeting), to name "Helensburgh" Bed II. (£58 3s. 6d.), Scottish Women's Liberal Federation to name bed, per Mrs. Swan (£50), North Cowal Committee, per Miss J. Mackay (£38), Employees Clydeholme Shipbuilding Yard, Messrs. Barclay Curle & Co. (£25 16s.), Messrs. Arthur & Co., Ltd. (£25), Glasgow and West of Scotland Horticultural Soc., part proceeds of Flower Show (£25), Ayr and District W.S.S., per Miss McCulloch (£16 4s. 6d.), Employees Messrs Simons & Co. (5 weekly donations) (£12 5s.), Leonard Gow, Esq. (£10 10s.), Messrs. William Walls & Co. (£10 10s.), James Muirhead, Esq. (£10), Employees Messrs. Denny & Co. (£10), Drumpelier Golf Club (£10), Employees Messrs. Babcock & Wilcox (£10), Anon. (£10), Staff of Woodilee Mental Asylum (£8 10s.), Miss F. M. Robinson (£6 13s. 4d.), Employees Messrs. Wm Beattie (monthly) (£6 4s. 7d.), Misses Templeton (£6), Poloc Cricket Club (£5 5s.), Miss Beckett (£5), Miss Gunn (£5), Employees Messrs. P. & W. McLellan, from Trongate and Yard Employees (8th don.) (£4 12s. 6d.), Chalmers Parish Church, proceeds of Miss Patrick's Lecture (Russian Unit) (£4 2s.). Employees Messrs. Mirrlees, Watson & Co. (£4 0s. 8d.), Dean Park Parish Church (Serbia) (£4), Employees Messrs. R. S. McColl, Ltd. (£4), Employees Messrs. Wyllie, Barr & Ross (4 wkly. dons.) (£3 14s. 8d.), St. Mary's Cathedral Social Guild (Dr. Louise McIlroy) (£3 14s.), Staff of Govanhill Public School (£3 7s. 6d), Head Office Staff of Nobels Explosives Co., Ltd. (£3 1s.), Miss Edith Stewart (£3), Mrs. Robb (£3), Employees Messrs. Wm. Hollins & Co. (£2 9s.), Employees Messrs. John Lyle & Co., Ltd. (£2 5s.), Messrs. Gauldie, Gillespie & Co. (£2 2s.), Employees Messrs. David Lockhart & Sons (£2 2s.), *Craigpark Electric Cable Co. (£2), Messrs. Blacklock & Macarthur (£2), Employees Messrs. J. & T. Boyd, Ltd. (£2), Employees Cassel Cyanide Co. (£2), Rev. G. S. and Mrs. Stewart (£2), Clerkesses of the 91st Recruiting Area, Sterling, per Miss Millie Low (£1 13s.), Employees Messrs. R. Gardner & Co. (£1 10s.), Sale of Exhibition Fruit Trees from Messrs. Storrie & Storrie, per Mr. George Spence (£1 9s. 6d.), Employees Messrs. Blair, Campbell & McLean, Ltd. (£1 1s.), Employees Messrs. A. M. Allan & Co. (£1 1s.), Messrs. Sharp & Co. (£1 1s.), Mrs. Montgomery (£1 1s.), Miss M. Morrison (£1), Mrs. Stuart (£1), Messrs. William Alexander & Co. (£1), M. M., per Mrs. James Taylor (£1), Miss Story (£1), Mrs. Norman McNair (£1), Miss Mackay (£1), Misses Young (£1), Employees Messrs Alex. Jack & Co. (15s.), Miss Caroline Boyd (13s. 6d.), Standard Chemical Products Co., Ltd. (10s.), Miss Thomas (10s.), Mrs. Pryor (10s.), Rev. J. H. Cook (Motor Kitchen) (10s.), Mrs. Munro, per Mrs. Sage (2s.). RAILWAYS: Staff St. Rollox Loco. Caley. Rly., to name "Caledonian Rly. Loco. Workshop Employees St. Rollox, Glasgow" bed (£50), Employees Paisley Greenlaw Goods Stn. (£3), Employees Dalbeattie Stn. (£2 1s. 10d.), Glasgow & S.-W. Rly. Audit Office (further) (£1 14s. 6d.), Staff at Stirling Stn. (£1 12s. 6d.), Staff Supts. Office, Buchanan St. (£1 4s.), Staff and Friends, Inches Stn. (£1 2s.), Closeburn Stn. (14s. 6d.). MOTHERWELL—Per Mrs. Jackson: Employees Lanarkshire Steel Co. (£25), Pupils and Staff Knowetop School (£10)—(£35). BRIDGE OF WEIR—Per Miss Dalziel: *Employees of Gryfe Tannery (£3 1s. 8d.).—Total £1,164 4s. 11d., less expenses £31 14s. 9d., £1,134 10s. 2d. (£1,134 15s. 2d. received)	1,134	15	2
*Misses White		10	0
*Per Mrs. Robertson: Employees G. & S.-W. Rly. Loco. Dept., per Mr. Noble (£5 14s. 1d.), *Employees Messrs. Boyd & Forrest (£2 17s.), Miss Hamilton (6s.)	8	17	1
*Per Miss Bury: Employees Messrs. Alex. Pirie & Sons, Ltd.	2	12	6
Miss Jessie Hepburn (Serbia)	1	0	0
Miss Ramsay (Dr. Inglis' Unit)	3	0	0
*Per Miss Kinniple: Proceeds Cake and Candy Sale, Sweet Stall (£10 9s. 7½d.), Cake Stall (£17 13s. 6d.), Flower Stall (£18 0s. 1½d.), Girl Guides (£3 14s. 4½d.), Admissions (16s. 3d.), Parcels (1s. 4½d.).—Total £50 15s. 3d., expenses 15s. 3d.	50	0	0
B. G. Skinner, Esq.	2	2	0
*W. Boyd Anderson, Esq. ...	10	0	0
Miss Gould	1	1	0
*Robt. M. Stevenson, Esq. ...	25	0	0
*Miss Williamson (towards Motor Ambulance Fund) ...	1	0	0
*Anon.	16	13	4
*Per Miss E. H. Brown: *Staff Smith's Warehouses (4 weeks' contributions) (£2), Mrs. W. A. Brown (£2)	4	0	0
*Per Mrs. Wilson, Hon. Treas., Edinburgh W.S.S.: *Women Clerks, Accountants Dept. G.P.O. (£2 2s.), *Employees			
	£137,470	18	5

Mrs. Laurie, Hon. Treasurer, begs once more to thank all those who have helped, and are helping, and will gratefully receive further donations to help to carry on the work. Cheques should be sent either to Headquarters, 2, St. Andrew Square, Edinburgh, or to Mrs. Laurie, Red House, Greenock, and crossed "Royal Bank of Scotland."

Mrs. Laurie would again bring before the notice of the many friends of the Hospitals the urgent need for further assistance. The demands upon our resources are very great at the present time. The severe fighting on the Serbian frontier will entail our Units being kept up to their full strength, and the additional beds added to the Girton and Newnham Units and the Abbaye de Royaumont mean much larger staffs required.

Motor cars, ambulances, and lorries are also urgently needed.

What Some of our Societies are Doing.

THE MANCHESTER AND DISTRICT FEDERATION held its sixth annual meeting at the Y.M.C.A. Hall, Manchester, on Saturday, October 28th, at 3 p.m. Chair: Miss C. D. Simpson. Over 100 members were present.

The Hon. Secretary read the annual report. In the past year the Federation had sent a deputation to London at the time of the Second Reading of the Registration Bill, and had twice written to the Members of the Cabinet and local M.P.'s Ten public Suffrage Meetings and many Members' Meetings had been held. £3,160 had been raised for the Federation Hospital in Corsica by nineteen Societies. In connection with the Hospital, fourteen meetings had been held. Two Societies had held meetings for the Russian Unit.

Miss Simpson, Mrs. Thoday, Mrs. Lamb, and Mr. Neville Smith were re-elected officers of the Federation. A number of resolutions were passed by the meeting, one of which was proposed by Mrs. Fawcett, congratulating Mr. C. P. Scott, Editor of the *Manchester Guardian*, on his birthday. Another proposed by the Federation Executive expressed the feeling of the annual meeting as to the importance of co-operation among the Societies of the Federation, and the necessity to the usefulness and vigour of the Federation that it should have the power of initiating and organising such co-operative work.

Mrs. Fawcett then gave an interesting address on the political situation and the work of the Scottish Hospitals.

A vote of thanks to her was proposed by Professor Vaughen, Manchester, and seconded by Alderman Mrs. Lees, LL.D., Oldham.

A vote of thanks to the Chairman was proposed by Mrs. Blincoe Bolton, and seconded by Alderman Mrs. Lees, LL.D.

S.W. Federation.

A most successful meeting was held at the Bamfield Hall, Exeter, on October 6th, at which Miss Montgomery presided. Mrs. Fawcett gave a most interesting account of the work of the National Union since the outbreak of war.

A vote of thanks was proposed by Mrs. Walker King, and seconded by the Hon Secretary of the Exeter Society, Mrs. Gould.

On the following day, Mrs. Fawcett gave an address at the Forester's Hall, Barnstaple, on "The Status of Women after the War, and the Parliamentary Position at the Present Time." The Mayoress of Barnstaple, Mrs. Jewell, presided, and in welcoming Mrs. Fawcett, said that the position of women was a problem which would have to be dealt with when the war was over.

Mrs. Fawcett, who was cordially received, spoke of the work of the National Union in the organisation of the Scottish Women's Hospitals for Foreign Service, and of the effect that the work of women in various connections had produced on the public mind, so that many previously opposed were now converted to women's enfranchisement.

A collection of £3 12s. was taken for the Hospital Units in Russia.

Mrs. Fawcett addressed a meeting at the Truro Town Hall, on October 10th. The chair was taken by Thurstan Peter, Esq. The hall was well filled, and members of the National Union from Falmouth, Penzance, Newquay, and St. Columb attended. A collection amounting to £3 12s. was taken at the door.

The Hon. Lady Acland presided at a meeting held at the Theatre Royal, Torquay, on Wednesday, October 11th. In tracing the development of women industrially since the outbreak of war. Mrs. Fawcett said how advisable it was that Trade Unions should admit women on equal terms as members. A vote of thanks was proposed by Sir William Acland, and seconded by Mr. Luxmore.

Herne Bay.

A successful meeting was held at the Pier Theatre on October 23rd, when Mrs. Fawcett spoke with rare charm on "The Industrial Status of Women." Miss Pendered (President of the H.B. and W.S.) was in the chair, and was supported by the Chairman of the U.D.C., Councillor George Cussons, and several other Town Councillors, including Mr. Cowper Field, who was mainly responsible for the arrangements that were so excellently devised and carried out. Other representative men and women of the hour were on the platform, which was beautifully decorated in the N.U. colours by Mrs. Gordon, an indefatigable worker in the cause and a helper at the local V.A.D. hospital. There was a silver collection, and several new members joined. Mr. Cussons drew special attention to the splendid efforts of Mrs. Cowper Field (Hon. Sec.) in every public matter for the welfare of the town and the nation, and said that the conspicuous success of Sailors' Day (when £100 was collected) was due to her tireless work at the head of her devoted band of Suffragists.

Mrs. Fawcett was met at the station by a number of members of the Society, and entertained for the week-end by Mr. and Mrs. Cowper Field.

Forthcoming Meetings.

NOVEMBER 10.

Brighton—National Union of Railwaymen, Brighton Branch—Speaker: Mrs. Robie Uniacke, on Women Suffrage 8.45

Edinburgh—40, Shandwick Place—"At Home"—Speaker: Mrs. Leslie Mackenzie—Chair: Mrs. Aitken Ross 4.30

Leamington—Lecture at 152, Parade—Speaker: Miss Hamilton—Proceeds in aid of W.S. Office 2.30

NOVEMBER 12.

Birmingham—Stirchley Labour Church—Mrs. Ring 6.30

Edinburgh—Portobello Unity Hall (National Union of Railwaymen)—Speaker: Miss L. M. Gordon—Subject: Woman's Suffrage 6.0

NOVEMBER 13.

Brighton—National Amalgamated Union of Shop Assistants and Warehousemen, Brighton Branch—Speaker: Mrs. Robie Uniacke on Women's Suffrage 9.0

Hampstead—Drawing-room Meeting, 6, Steeles Road—Chair: Mrs. Ronald Garrett—Speakers: Mrs. Alys Russell, Miss O. W. Robinson 3.0

Newport, Mon.—Meeting in the Blue Room, London House—Speaker, Mrs Coombe Tennant—Chair, Mrs. Ronald Wyman 7.0

Winchester — Members' Meeting, Co-operative Hall—Speaker: Lady Laura Ridding, on "The Political Situation with regard to Women's Franchise" 2.30

NOVEMBER 14.

Blackheath—"At Home"—Hostess, Mrs. Hodge—Speaker, Miss Curwen—Cake and Bread Sale in aid of Scottish Women's Hospitals 3-0

Bolton — Public Meeting, St. George's Road Congregational New Schools — Speaker: Mrs. H. A. L. Fisher, on "The Political Situation."—The Meeting will be followed by a Sale of Work 7.30

Bournemouth — Annual General Meeting, at Wilkins's Restaurant, Old Christchurch Road—Speaker: Mrs. Renton, "The Present Political Outlook" 3.0

Edinburgh — Merchiston Rooms, Morningside (St. Cuthbert's Co-operative Guild)—Speaker: Miss Alice Low — Subject: "The Scottish Women's Hospitals and their Work"—Lantern Lecture 7.30

Highgate—Study Circle, 3, Holly Terrace, West Hill—Subject: "War and Democracy"—Every second Tuesday. Members and friends cordially invited.

Camden Town—Gladstone House, High Street—Speaker: Miss White—Subject: "The Liquor Traffic."

NOVEMBER 15.

Birmingham — Severn Street B.W.T.A. — Mrs. Ring 3.0

Birmingham—Selly Oak Co-operative Guild—Mrs. Guest 2.30

Bristol—Working Party at 40, Park Street 3.0—5.0

NOVEMBER 16.

Birkenhead—Women's Adult School, Cathcart Street—Speaker: Miss Wyse—Subject: Women's Suffrage.

Birmingham—Dudley Road Co-operative Guild—Dr. Mary Clarke 7.30

Bo'ness — Grangepans, Grange Institute — Speaker: Miss Low—Subject: "The Scottish Women's Hospital" 6.15

NOVEMBER 20.

Richmond—Annual General Meeting at Larnard House, 98, Church Road—Speaker, Lady Frances Balfour 5-0

Members and friends are cordially invited to attend any of these meetings without special invitation.

Women Workers' Series.—No. 1.

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Nurses' Collars, 5½d, 6½d, 7½d. **Cuffs**, 6½d, 8½d.
Nurses' Strings, 2½ inches wide, 8½d, 10½d, 1/- pair.
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ANNOUNCEMENTS.

INTERNATIONAL WOMEN'S FRANCHISE CLUB, 9, Grafton-street, Piccadilly, W. November 15th, 8 p.m. "Some Confessions of a Dramatic Critic," by Mr. J. T. Grein. Chairman, Mr. Goldfinch Bate.

THE NEW CONSTITUTIONAL SOCIETY FOR WOMEN SUFFRAGE. — Public Meeting in the N.C.S. Hall, Park Mansions' Arcade, Knightsbridge, S.W., on Tuesday, November 14th—"The Evolution of the Women's Movement," by Miss Abadam. Admission Free.

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THE WOMEN POLICE SERVICE and National Training School for Women Police offers good post to recruits after training; £1 a week allowed during training; salaries commencing £2 weekly; only educated women accepted.—For all particulars apply, 2.30—4.30 any afternoon, except Monday and Saturday, Inspector Campbell, Women Police Service, 3, Little George-st., Westminster.

WANTED, capable, experienced Gentlewoman to undertake office management of large Boarding House; North Wales; salary £100 per year.—Apply Box 6,191, Common Cause Office.

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Continued on page 400

Continued from page 399

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